

Status of non-academic women: the report

An attentive delegation of about 50 female members of the non-academic staff were in the Council Chamber, Simcoe Hall, on Tuesday when the Task Force to Study the Status of Non-academic Women at the University of Toronto presented its preliminary report to the Internal Affairs Committee.

The study was launched last year by joint resolution of the Internal Affairs and Business Affairs Committees to examine the University's personnel policies with respect to non-academic women employees and to investigate allegations of discriminatory practices.

The task force chairman, Prof. Gary Thaler, a teaching staff member of the Governing Council, said the aim was "not to be a grand jury on the personnel department but to rectify the concerns of the non-academic female staff."

The report outlines positive future directions rather than cataloguing present inequities."

A task force member, Mrs. Gwen Russell, an administrative staff representative of Governing Council, explained that two major problems discovered during the study were non-implementation of existing University policies against discrimination and "the complete lack of any career development program among the non-academic staff of the University."

Prof. Frank Iacobucci, who becomes Vice-President — Internal Affairs on July 1, announced that a special administrative working group of himself, Mr. Brown and Vice-Provost Peter Meincke hopes to present specific proposals for a career development program in the near future.

In addition to Prof. Thaler and Mrs. Russell, members of the task force were Ms. Pat Appavoo, University Library; Mrs. Anne-Marie Jamieson, Institute of Biomedical Engineering; Howard Levitt, student member of the Governing Council in 1973-74; and Mrs. Sonja Sinclair, government-appointed Governing Council member.

For open discussion of the report, two public meetings are to be held, open to all staff members:

Wednesday, April 2 (12 noon-2 p.m.), Pharmacy Building, Room 105, Russell and Huron Sts.

Tuesday, April 8 (12 noon-2 p.m.), Medical Sciences Building, Room 3153.

The full Task Force report (with the exception of appendices) is contained in a supplement included with this week's *Bulletin*.

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Trio guilty of cheating expelled

After a lengthy investigation of a serious case of cheating in the 1973-74 examinations, three first-year students in the Faculty of Arts and Science have been expelled from the University.

Dean Robert A. Greene told the March 17 meeting of the Arts and Science Faculty council that the recommendations for expulsion had been approved by the Council. Subsequently the Governing Council confirmed the penalty.

The students, the dean reported, gained illegal access to the office of a professor in the sciences, broke into his desk, and photocopied a draft copy of a forthcoming examination. Although unaware of what had happened, the instructor subsequently revised the examination. The students thereupon repeated the offence and altered their record of marks to show a grade of 99 per cent. in two courses.

Dean Greene told the meeting that "this was not an isolated incident." Cheating might be "an increasing practice in the Faculty," he warned and urged all members of the teaching staff to take "special care" with the examination.

He commented that one reason for the increased incidents of cheating might be the "strong pressure" on students to gain very high marks in order to qualify for admission into the Faculty of Medicine.

SPECIAL SUPPLEMENT INSIDE

Report on the status
of non-academic women

Tenure committees —
makeup and procedures

The *Bulletin* will not be published next week. Deadline for Coming Events notices to appear in the next regular issue (April 4) is March 27.

Nominations will be open from 9 a.m. March 31 to 12 noon April 4. Nomination papers will be available only at the Governing Council Secretariat, Simcoe Hall. Candidates may submit written statements with their nomination papers for publication in campus media.

Details of voting, by the ballot box method, April 21 to 23, will be announced in the *Bulletin* later.

U of T's spring begins ahead of time

Theoretically, spring begins today. But the Department of Botany advanced Nature's timetable by seven days with a gala display of spring flowers (which ends at 5 p.m. today) in the greenhouses at College St. and Queen's Park. Hundreds of visitors saw the colourful show, which included tropical plants, herbs, and cacti in addition to the masses of seasonal blooms. It was the first and possibly the only spring flower show this year in Toronto. In this picture, Roland Duffy, departmental horticulturist, identifies flowers for Jack and Matthew Dainty, sons of Prof. Jack Dainty, chairman of Botany.

GC holding by-election next month

for member to sit until June 30

Governing Council yesterday authorized the holding of a by-election to fill the vacancy in Graduate Student Constituency II resulting from the death of E. Vernon Copeland last month. The successful candidate will hold office until June 30.

Eligible to vote are students registered in the Graduate Department of Educational Theory, SGS Division III (Physical Sciences) and SGS Division IV (Life Sciences).

Nominations will be open from 9 a.m. March 31 to 12 noon April 4. Nomination papers will be available only at the Governing Council Secretariat, Simcoe Hall. Candidates may submit written statements with their nomination papers for publication in campus media.

Details of voting, by the ballot box method, April 21 to 23, will be announced in the *Bulletin* later.

Students granted voice on tenure

Students were granted one voting membership on tenure committees by the Governing Council yesterday. Student member Stephen Moses moved a simple amendment, the addition of a comma and the words "a student", to the recommendation on the composition of the tenure committee which Prof. John Dove brought forward from the Academic Affairs Committee.

After a spirited but good-tempered debate the amendment was carried by a narrow margin.

Prof. Dove sketched the history of intensive consideration, including many public hearings, that had taken place since the task force to review policy and procedures on academic appointments (the "Forster task force") had reported in late 1973.

Fitting together like jigsaw puzzle

The consideration of tenure procedures, he said, was a continuation of a process of clarification and definition of conditions that had been going on since the "Haist Rules" were adopted in 1967. (Before that time, tenure was awarded on the recommendation of the department chairman.) He said that the series of recommendations were interdependent, fitting together like a jigsaw puzzle, so that a change in any one of them would make necessary a reconsideration of others.

Peter Jarrett supported his fellow student's amendment, citing many universities and Trinity College at U of T as having already included

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'Good guys finally won'

"Well, the good guys finally won one!"

This excited comment from Seymour Kanowich, president of the Students' Administrative Council, was typical of the reaction of student leaders to Governing Council's decision to add one student as a full voting member on tenure committees.

Fifty students sat quietly during the debate, then erupted into prolonged applause when the amendment was declared passed by the chairman, Malim Harding. No vote totals were announced but a consensus from several observers indicated the margin was approximately 19 in favour and 15 opposed.

"It is a tremendous victory for all students, and the successful culmination of a long two-year struggle," Mr. Kanowich said immediately after the vote. The fact that the Government appointees on Governing Council either supported the amendment or abstained from voting confirms our argument that the public of Ontario are genuinely upset that teaching ability is being sacrificed for research in tenure decisions," Mr. Kanowich added.

SAC officials had prepared and

were about to circulate a press release based on the assumption that the amendment would be defeated.

"This one press release we won't mind ripping up," quipped one student.



Dr. John E.F. Hastings, appointed Associate Dean (Community Health) in the Faculty of Medicine. Details on Page 2.



You too can have your cholesterol checked

President Evans sets a good example—he's seen here having his cholesterol checked by Lena Arellano, with Dr. George Steiner in the background. The Coronary Prevention Trial organizers hope other U of T people will do likewise. From March 31 to April 4, blood cholesterol tests, for men aged 35 to 59, will be made at these locations: March 31, 9-10 a.m. Aerospace; 10-12 noon, U of T Press; 2-4 p.m., Galbraith; April 1, 9-12 noon, Medical Sciences; 2-4 p.m., Dentistry; April 2, 9-12 noon, Sidney Smith; 10-11 a.m., Falconer Hall; 2-4 p.m., 371 Bloor W.; April 3, 9-12.30 p.m., Scarborough; 12.30-4.30 p.m., Efrida; April 4, 9-12 noon, Mining; 1-4 p.m., 215 Huron. There will be a test station in Robarts Library main lobby all week from 9 a.m. to 4 p.m.

Students given a voice

Continued from Page 1

students on tenure committees as voting members. Trinity's Provost George Ignatieff confirmed that the committee at Trinity which had studied the Forster task force report (a committee consisting of two senior faculty members and one student) had felt that, rather than depending on questionnaires which might be haphazardly brought together, there should be participation of students in the whole of the discussions; they decided that third or fourth year students who had taken at least two courses in the relevant field should be eligible, and should be chosen by lot.

Argue over quality of teaching

Seymour Kanowitz, president of the Students' Administrative Council, who was permitted to speak, painted a dark picture of the quality of teaching. Prof. William Dunphy took issue with Mr. Kanowitz's assumption that teaching and research were somehow in opposition to one another. Prof. Charles Hanly challenged the allegation of poor teaching. In his department, he said, evaluations of teaching are done systematically and taken very seriously.

After Mr. Moss' amendment was carried, the whole series of recommendations was referred back to Academic Affairs for re-working in the light of the Council's action.

Another recommendation is upset

In another surprise move Council overturned a recommendation from its Business Affairs Committee that the University continue its present policy of not signing proxies. Mrs. Marnie Pakin eloquently and forcefully attacked this recommendation and the assumptions advanced by its chief protagonist, John Tory. She scouted the idea that this University would be unable to gather sufficient information on both sides of an issue to make a reasoned, intelligent judgment.

Tory said that, besides the practical problems that would arise, what bothered him most was the idea that the Governing Council would be speaking on social and moral issues on behalf of the whole University if it decided to vote proxies at shareholders' meetings. Prof. Cranford Pratt, addressing the Council by permission, said that abstention from voting is equivalent to supporting management, so that the University's present policy of not voting proxies is in fact not a new neutral stance. He held that a decision never to support other minority shareholders when important social or moral issues are in question, and always to support management by abstaining, would be indefensible.

Prof. W. Barry Coutts, in opposing the recommendation from Business Affairs, stated his intention to move the Abols task force recommendation providing for a committee to investigate complaints about corporate behaviour if it seemed that the University should take a stand. However, the Council referred the whole matter back to Business Affairs.

An Ombudsman for the University, recommended by the Internal Affairs Committee, was approved with very little debate. William Whelton, introducing the motion said that it was not only expedient but also the right thing to do. Mr. James Joyce asked about the total cost and the wisdom of incurring such expense in the harsh financial climate. President John Evans said that the cost estimate for the office of the University Ombudsman is \$45,000.00 per annum. He added that an evaluation would be made in 18 months, so that the office might be discontinued. He himself believed the Ombudsman would perform a useful function and would probably obviate the need for many grievance procedures that would be much more costly to incur.

The following persons were appointed as co-chairmen of the University Tribunal: for a three-year term, Owen B. Shime, Rosalie Abella and Karl Jaffray; for a two-year term, John Sopinka and Irene Ungar. John I. Laskin has accepted appointment as University Prosecutor for a three-year term.

Community health: associate dean

Dr. John E.F. Hastings, acting chairman, Department of Health Administration in the School of Hygiene, on July 1 will become Associate Dean (Community Health) in the Faculty of Medicine.

The appointment, approved on Wednesday by Academic Affairs Committee, takes effect the day after the School of Hygiene ceases to operate as a separate entity, ending 48 years of operation, 31 of them as an autonomous academic body. On July 1 a new Department of Community Health comes into being in the Faculty of Medicine.

"The change," wrote Dr. George H. Beaton, acting director of Hygiene, in the *Canadian Journal of Public Health*, "marks more than an administrative rearrangement and reunification of activities in public health and medicine in a single academic organization. . . . The reorganization marks a major commitment by the University to the field of community health."

The resources of the new department are drawn from both the Faculty and the School: health administration from Hygiene; behavioural science from Medicine; environmental health, epidemiology and biometrics from Hygiene, and preventive medicine joint department in Medicine and Hygiene, the last three to be a new department of preventive medicine and biostatistics.

Dr. Hastings, born in Toronto in 1928, earned his M.D. in 1951 and his D.P.H. in 1954, both at U of T. He was certified by examination as a specialist in public health by the Royal College of Physicians and Surgeons of Canada. Dr.

Hastings is a Fellow of both the Royal College of Physicians (C), and the American Public Health Association.

Dr. Hastings joined the staff of U of T as a lecturer in the School of Hygiene in 1956 and since then has been assistant professor, associate professor, and professor in public health and preventive medicine. His teaching experience includes courses in the School of Hygiene, Medicine, Graduate Studies, Nursing, Pharmacy, Food Sciences, and Social Work.

The services of the new Associate Dean have been enlisted by governmental and other off-campus bodies in Canada and by many world health organizations. He has been an adviser and participant in national and international affairs in the United Kingdom, at Geneva, in the United States, Europe, Asia, Latin America, and the West Indies.

Dr. Hastings is the author of numerous monographs, reports and articles on subjects related to his field of interest. He is married and has one daughter and two sons.

To head teaching labs

Dr. Anna Sirek has been appointed director, Division of Teaching Laboratories, Faculty of Medicine, from July 1, 1975. Dr. Sirek, a professor in the Department of Physiology, succeeds Prof. F.C. Monkhouse, the division's director since its founding in 1969.

Dr. Sirek obtained her M.D. in 1946 from Komensky University, Bratislava, Czechoslovakia and continued her studies in cardiovascular and experimental surgery at the Karolinska Institute in



Dr. Anna Sirek

Stockholm. She came to Toronto with her husband, Dr. Otokar V. Sirek, an endocrinologist, in 1950 at the invitation of Dr. Charles H. Best, then director of the Banting and Best Department of Medical Research. Her first appointment was as a research fellow in surgery at the Hospital for Sick Children. Dr. Sirek began work on a master's degree in physiology under Dr. Best in 1954, completing her Ph.D. in 1960.

Dr. Sirek received the Starr Medal of the Faculty of Medicine for outstanding scholarship. She has collaborated with her husband on a variety of research projects related to experimental diabetes and together they have published almost 80 scientific papers.

Dr. Sirek has had considerable experience with administration of the undergraduate medical curriculum, as well as teaching in the pre-clinical undergraduate program.

Professorial union a possibility?

The issue of unionization of teaching staff could come to the forefront at U of T, according to Prof. Kenneth Bryant, chairman of the Faculty Association salary and benefits committee.

Prof. Bryden told a meeting organized by the Faculty Reform Caucus that UTFA has already formed a committee to explore the background details relating to unionization and collective bargaining for the teaching staff.

"I don't want to prejudge this issue and the low turnout at this meeting, representing perhaps 00% per cent. of the faculty, is

one indication that unionization is perhaps not an appropriate course of action," he said.

The UTFA working group will conduct an educational campaign outlining the pros and cons of collective bargaining, he added, "since a decision will likely have to be made sometime in the future."

Prof. Bryden said that UTFA is regarded "with some accuracy, I will admit, as a company union" and a totally new faculty organization would be required if unionization became a reality.

Judy Dacey, president of the

Canadian Union of Public Employees Local 1230, involving the non-professional library staff, said one factor preventing the unionization of university employees is the contradiction between the myth of the role of support staff presented by the University and the reality of low pay and no job security."

Mrs. Dacey is one of the organizers of the Common Front, which has organized a mass meeting next Wednesday to discuss government cutbacks in educational spending. The meeting will be held from noon to 2 p.m. in the Medical Sciences auditorium.

Computer marketing

The University of Toronto Computer Centre announces the creation of a Marketing Services Group within the Computer Centre as part of UTCC's continuing efforts to provide reliable, efficient services to its customers and respond to the changing needs of the computer user community.

The Marketing Services Group is prepared to provide information and advice to both current and prospective customers on the en-

tire range of services available at UTCC.

The members of the Marketing Services group have a broad range of experience in all areas of the Computer Centre.

Enquiries may be directed to the Marketing Services Supervisor, Dave Scobie at 928-6877 or to the Services Manager, Stan Yagi at 928-7331.

Italian film for student bursaries

The Italian Ambassador to Canada, the Baron Maurizio de Strobel, accompanied by the Baroness, and President John R. Evans, with Mrs. Evans, attended the Canadian premiere showing of the Italian movie *Pane e cioccolata* on March 13.

The gala performance was organized by the Department of Italian Studies to raise money to provide bursaries for needy students of Italian at the University. The venture received widespread support in the Italian community

and the auditorium was filled to capacity.

At a reception later at the Indo-Canadian Club, Dr. Evans met members of the Italian community.

A committee of Prof. S.B. Chisholm, chairman of the department, Prof. Maddalena Kettunen, Miss Carmela Lantiranjo, president of the University of Toronto Italian Club, and of graduate, undergraduate and College of Education students co-operated in arranging the event.

RESEARCH

Applications for the next Ministry of Health deadline should be submitted immediately. Projects involving humans or animals must be approved by the proper University committee. Application forms are completed and forwarded to the Ministry with the application. If these forms are not submitted, the application will not be reviewed by the Ministry.

Type "C" grants are available to applicants who have not previously received support from national granting agencies. The Ministry has stipulated that applications are not eligible as type "C" grants if a co-applicant has received support from a national granting agency, or if the project itself has been supported by another agency.

University Research Leave Grants Program

We apologize to readers of the Bulletin for an error in the telephone number at ORA for information about this program. The correct number is 928-2163 (Editor).



Friday, March 21, 1975

Report on the status of non-academic women

The following is the text of the preliminary report of the Task Force to Study the Status of Non-academic Women at the University of Toronto.

I. Brief historical background

On May 2, 1973, a Governing Council memorandum was sent to all female non-academic, non-unionized full-time salaried employees of the University. These employees were asked to forward any complaints arising "out of discrimination affecting their conditions of employment" to the secretary of the Business Affairs Committee. All responses were jointly investigated by the Vice-President, Internal Affairs, and a non-academic staff member of the Governing Council. The results of these investigations, usually based on personal interviews, were incorporated into a report submitted to the Business Affairs Committee. The report drew attention to what appeared to be evidence of discriminatory policies.

After consideration of the report, and by joint resolution of the Business Affairs Committee and the Internal Affairs Committee, a Task Force was established to examine personnel policy issues as they affect the status of non-academic women and to make recommendations to the appropriate committees. The Task Force was given no specific terms of reference, but was asked to develop its own.

II. Terms of reference developed by the Task Force

1. Review existing employment policy statements and current practices with a view to identifying factors which inhibit existing policies from being implemented.

2. Develop and recommend new policies, where needed, which will

- (a) encourage career identification with the University
- (b) facilitate job enrichment
- (c) facilitate career development opportunities.
- (3) Develop and recommend new policies, where needed, for ending any existing sex discrimination, and for breaking down sex typing of employment categories.
- (4) Review those aspects of the University's budgeting procedures which affect working conditions and salaries, and to recommend possible changes relative to non-academic staff.

III. Activities of the Task Force

The terms of reference were published in the various campus publications, along with a request for both written and oral submissions. Three open forum meetings were held at various locations on the campus, and members of the Task Force discussed both types of submissions with, among others, members of the non-academic staff, members of the Personnel Department, and in two instances persons from outside the University who had extensive knowledge of some of the problems being examined by the Task Force. The total number of meetings was 22.

IV. Statement of principles

Personnel policies of the University have, in the past, been developed according to a number of principles. The Task Force found, however, that the adherence to the policies has not always been consistent with the principles. This in part is a result of the administrative structure of the University, which has a centralized Personnel Department interacting with various divisions and departments which have a high degree of local autonomy.

For this reason the Task Force presents here the principles which have guided its deliberations. It believes that the understanding and acceptance of these principles (which are largely a restatement of existing principles) are essential for the successful implementation of the recommendations contained in this report.

(a) Personnel policies should be developed from a university-wide perspective.

(b) All full-time non-academic employees, regardless of division, department, sex, or marital status, should receive equitable treatment relative to personnel policies.

(c) Personnel policies should create an environment in which non-academic employees are able to realize their potential for positive and creative contributions to the aims of the University.

(d) It is incumbent on the University to make clear, both through its policies and in their implementation, its opposition to sexual bias in employment conditions, remuneration, and promotional opportunities.

V. Developmental Aspects of the Task Force's Activities

During its early meetings the Task Force was made aware of grievances which appeared to be related to the job classification system of the University and of grievances apparently associated with sex-linked salary problems in several of the classification series.

As additional information accumulated, it appeared that some of these grievances were symptoms of more general situations. These related to: (a) the lack of clearly defined procedures for encouraging non-academic women to develop a career in the University, (b) salary inequities related to current practices of awarding salary increases, and (c) the current methods of developing personnel policies and practices, and monitoring their implementation at the divisional or departmental level.

Although the Task Force has tried to address itself primarily to the concerns of female non-academic staff it has broadened its report to include items which affect employees of both sexes.

In considering how the general situations listed above might be improved, the Task Force reached consensus on a general approach. In essence it is summarized in a quote from a speech by Ms. Aileen Nicholson, M.P. (Trinity), to the House of Commons on Nov. 25, 1974.

"But people who are discriminated against – whether on the grounds of sex, colour, or race – are increasingly interested in changing behaviour rather than attitudes. Changing attitudes is a slow and nebulous business. Changing differential treatment . . . is more susceptible to clear definition and practical solutions."

Although available evidence lends itself to subjective interpretation, it nevertheless seems fair to say that the University's policy of non-discrimination has been less than effective – in particular the opportunities in the first for female non-academic staff to move into senior positions appears to have been limited, and substantial inequities in salary levels exist in job categories containing large numbers of both sexes – and that remedial measures are clearly called for. These measures should amount to more than a restatement of existing policies or a tightening of possible loopholes. The Task Force sees a clear need for a firm commitment by all divisions and departments of the University to respect and follow established policies.

At the same time the Task Force does not believe that either the cause of equity or the true interest of women would be served by resorting to reverse discrimination – that is to say, by suggesting that the University set quotas for hiring within certain job categories, or that women only should be hired until, for a time, as an apparently fair distribution of the sexes has been achieved. Not only would such recommendations amount to the subordination of one injustice by another, it would also place women in the undesirable position of competing for jobs on the basis of their sex rather than their ability. It appears to the Task Force that 'affirmative action programs' can lead to reverse discrimination (i.e., in reports from the United States). It is interesting to observe what others are doing, but the success of such programs is not necessarily a foregone conclusion. The experiences and motives of industrial and governmental programs along these lines should be carefully observed and continuously evaluated by the proposed standing sub-committee.

The Task Force suggests that strong measures should be taken to increase the career awareness and promotion opportunities of all university staff members by the means specified in detail later in this report. These include a counselling service, the publication of "career ladders", upgrading courses, correction of remuneration inequities, and a monitoring mechanism for departments where the number of women in senior and middle management positions is clearly out of keeping with the number of potential candidates.

The following specific areas are presented for immediate consideration:

- A. Career development
 - B. Salary procedures
 - C. Standing sub-committee on personnel policy.
- In addition the Task Force noted a number of concerns for which it did not feel it had the necessary expertise to offer specific recommendations at this time, but about which it felt the University should be informed.

D. Ancillary considerations

These four are presented, with amplificatory material and recommendations, in the following sections of the report.

A. Career Development

The Task Force sees a clear need for the development of 'managerial respect' for the contribution women make to society in general and in particular to the working efficiency of the University. The deepening discontent of women with the role traditionally assigned to them by society must be recognized and corrective measures implemented.

The need for a better career-oriented environment is particularly noticeable for the predominantly female clerical and secretarial services. Some secretaries wishing to move into administrative positions pointed out the need for career counselling and the development of programs facilitating such moves. The proposed sub-

committee might profitably involve the Department of Continuing Education in extended career planning and suitable courses are offered through that department. Financial assistance with job-related adult education is available now through the Personnel Department. Lateral transfers, although not now actively encouraged, would appear to offer another opportunity for employees to broaden the scope of their experience.

Apparent sexual bias in salaries was also discovered by the Task Force. The Task Force agrees that it is difficult, if not impossible, to legislate sex discrimination out of existence, and difficult to prove, in any specific case, that sex discrimination is an operative factor. The Task Force, although it appreciates the assistance provided by members of the Personnel Department, regrets that data have been at times difficult to obtain or slow in coming. The need for expensive 'hand-searches' of the data bank has restricted the Task Force from broadening the scope of its investigation.

Nevertheless, a detailed analysis of four job categories, Administrative Assistant 1 and 2, and Laboratory Technician 3 and 4, prepared by the Personnel Department, shows salary anomalies closely related to sex. These four were chosen because they include significant numbers of both males and females, and the qualifications have not, for historical reasons, been difficult for women to obtain. The data compiled show clearly what appears to be sexual bias and inequality of salary treatment and/or promotion. This is particularly flagrant in the Laboratory Technician 4 category where not one woman is above the mid-point of the salary range although 59% of the males are. A comparison of educational qualifications or of years of experience does not justify this disparity.

Obviously, career identification with the University is not encouraged by such *de facto* discrimination.

Sexual bias has also developed at the University (and elsewhere) but in a much more subtle form. This has been placed on the following concept-renumeration on the basis of the value of the work performed rather than on the nature of the work itself. The present classification system of salary range only permits comparison between positions that are almost identical. The concept of renumeration on the basis of value of work performed, rather than the nature of the work itself, must be given greater emphasis when assigning positions to salary ranges. In certain female-dominated professions and occupations, the work performed appears to be undervalued in relation to male-dominated professions and occupations requiring similar degrees of skill and training. Budgetary constraints at the departmental level, rather than actual job requirements, seem to be the initial criteria for determining salaries and/or classification.

Attached is, as illustration to this problem, an excerpt from a table provided by the Personnel Department, dated March 1974. It shows a breakdown of the number of positions held by males and females, with a dividing line of \$10,000 average salary. These data relate to the following occupational groups:

Clerk 1, Clerk 2, Clerk 3, Clerk 4, Clerk 5, Clerk 6, Programmer 1, Programmer 2, Programmer 3, Programmer 4.

Lab. Tech. 1, Lab. Tech. 2, Lab. Tech. 3, Lab. Tech. 4, Admin. Asst. 1, Admin. Asst. 2, Admin. Officer.

Number occupation groups over \$10,000 average salary	Number Female Incumbents	Number Male Incumbents
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7 63 104

Number occupation groups under \$10,000 average salary	Number Female Incumbents	Number Male Incumbents
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10 352 93

Having considered these various factors, and in formulating its recommendations, the Task Force was able to reach consensus on a general approach. It is not suggested that the Personnel Department in any way force employees who are satisfied with their jobs to embark upon moves or changes merely for the sake of change. The Task Force does think that the opportunities for career development must be established clearly, openly and conscientiously administered. The recommendations brought forward by the Task Force must be considered in the following context – that in any given year probably only a small percentage of the non-academic staff will wish to take advantage of career development opportunities.

It is important to note, however, that an honest intention on the part of the University to encourage

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Report of the task force: recommendations

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career development has an impact on all employees. For the employees who wish to develop a career, the establishment of career development programs provides clear evidence that the University recognizes the value of their personal initiative and their future contributions to the University. For the employees who are currently satisfied with their positions, or wish to defer decisions of this sort, there is the knowledge that their employer has provided options which may be exercised at some later time, a knowledge which will, the Task Force believes, raise morale among all staff, but especially the female non-academic staff.

Recommendations

A. (a) That in order to assist staff members in planning their careers at the University of Toronto:

(i) an index of "career ladders" be developed showing brief job descriptions, including salary level, and experience and education required, and that these "career ladders" indicate along what paths one might progress from one job to another;

(ii) career counselling be offered by the Personnel Department through designated Career Counsellors;

(iii) lateral transfers, for whatever reason, be accepted as an individual employee's prerogative.

(b) That in order to facilitate promotion and encourage staff towards a career at the University of Toronto:

(i) management training and supervisory courses be developed and made available to all interested non-academic staff, and that successful completion of these courses be recognized as equivalent to university degrees for administrative positions that normally have required university degrees;

(ii) those who are responsible for the operation of recruitment and selection systems for administrative positions be directed to seek out female applicants when few are forthcoming, especially in those areas where the number of male administrators is far out of proportion to their numbers in the total peer group.

(iii) the Personnel Department publish a weekly flier listing all job opportunities currently open in the University.

(iv) those unsuccessfully applying for promotion and/or lateral transfer receive written replies stating why they were unsuccessful;

(v) full personnel records, supplemented annually, be kept in a system that facilitates the identification of potential candidates for promotion.

(c) That in order to promote understanding of the personnel operations of the University of Toronto among non-academic staff:

(i) a copy of the Personnel Policies Manual be given to each current member of staff and to all new staff members;

(ii) each staff member be given a copy of her/his job description by the Department where he/she is employed;

(iii) there be non-restricted access to the job classification series manual;

(iv) class salary ranges be posted in each department.

B. Salary Procedures

The Task Force takes as self-evident that the setting of a salary range for a job category implies that an employee will progress upward through the range. The progression through the salary range apparently is not occurring, generally, to the detriment of female staff. This is due to several factors.

First is the effect of an across-the-board increase, expressed as a percentage of the salary, which also raises the floor of the salary range. For an experienced employee this results in very slow progress through the salary range. In hiring new employees the University must often, due to the deterioration of University salaries relative to the external market, offer a starting salary equal to the mid-point of the salary range. This has resulted in a loss of morale among senior, more experienced personnel, who are confronted with a situation in which newly hired employees are receiving salaries close to their own. The Task Force was informed of one instance of a female employee below the mid-point who resigned and then was rehired in another department at the mid-point; this procedure was apparently the only way some progress through the salary range could be achieved.

Second is the inequity caused by uneven distribution across the University of merit portions of annual salary increases. The prime reason for the use of a job evaluation system is to bring order into the salary administration of an organization. Some departments, however, have given each employee an equal share of the departmental merit budget while other departments have divided it unequally. Thus an employee in the second type of department, receiving the largest possible merit increase several years running, may be paid considerably more than a colleague in the first type of department, even though both employees are performing equal work at an equal level of competence.

The Task Force considers that the two situations just described promote staff dissatisfaction and violate the principle of equity of treatment adopted by the University when it instituted the job classification system.

It is the view of the Task Force that recognition of merit, if properly administered, can provide a valuable incentive for high quality job performance. Currently,

however, there are no clear University-wide methods or standards for recognizing merit. Evaluation at the end of the three month probationary period and at year end are token efforts in many departments. Fears were expressed to the Task Force that personal bias played too important a role in assessing merit, and that such bias was too frequently expressed against females.

An obvious solution would be the introduction of an automatic progression through the salary range, similar to that used for most secondary school teachers. This may, however, remove the incentive for high quality job performance noted earlier. It is therefore of prime importance to extend the probationary period so that below-standard employees may be weeded out earlier.

Consideration of these facets of the problem led the Task Force to conclude that some guarantee of progression through the salary range must be established as the current situation appears to be a real injustice of treatment for female staff. At the same time provision must exist for faster-than-average progression through the salary range. The Task Force believes that the safeguard against the (possibly) few employees who are below standard can better be achieved by either terminating their employment or red-circling them. This is certainly preferable to the loss of morale experienced now by senior employees who are not progressing through the salary range.

The Task Force also examined the problem caused by employees performing work not included in their job descriptions. In some cases it appears that reclassification of jobs, which have altered through time, has not been carried out. This has worked to the detriment of many female employees who have assumed, especially in small departments, duties which are not reflected in their job classification and salary range.

Additional to this is the problem caused by staff absences in small units, when the usual full workload of the remaining one or two employees may be doubled. As a rule such small units do not have sufficient financial resources to hire temporary replacement staff.

Recommendations:

B. (a) That a policy of assured progression through salary ranges be established and that:

(i) completion of not more than five full years of service are necessary for an employee to reach the salary maximum in the salary range;

(ii) the probationary period be extended to six months, with a performance evaluation at the end of the third and fifth month;

(iii) an annual written evaluation be conducted by the proper departmental authority with discussion and signature by the affected staff member. (The Personnel Department should give direction and training in the use of this form which should be standardized for the whole University and contain space for written comments by the staff member concerned.) Copies of the form should be filed by the Personnel Department in the employee's file.

(b) That in order to assure the correctness of current job classifications:

(i) each employee be given a copy of the description form for his/her position and salary range, and that he/she check it for accuracy, paying special attention to changes in job content, shifts in responsibilities resulting from recent amendments to administrative procedures, etc.;

(ii) that the updated form be signed by the incumbent, countersigned by the supervisor or the department head, and returned to the Personnel Department;

(iii) under the supervision of a trained management consultant who is not on the staff of the Personnel Department, these descriptions be compared and matched so that discrepancies are corrected and the job classification made to correspond to the true job content;

(iv) staff members whose current classification exceeds the classification of the true peer group be red-circled and/or actively encouraged to apply for suitable promotional opportunities.

The procedures listed under (b) above should be carried out prior to the introduction of assured progression through salary ranges recommended in B. (4) (i).

(c) That in order to assist departments with three or fewer secretarial/clerical staff a secretarial assistance fund (to include those already existing in some departments) be administered by the Personnel Department to provide temporary secretarial/clerical assistance to departments during periods when the small secretarial/clerical staff is reduced by holidays or lengthy illness.

(d) In order to maintain equality of salary and job classification for part-time employees, part-time salaries be set on a pro-rated basis according to percentage of full-time salary applicable to the position.

C. Standing sub-committee on personnel policy

The University of Toronto Governing Council has responsibility both for approving the University's policies and for ensuring that the policies, once set, are followed by the appropriate executive branches. The development of personnel policies is one of the responsibilities of the Personnel Department. However, except for the Personnel Department's reports to the Business Affairs Committee, personnel policy is not studied or reviewed in any systematic manner by the University community as a whole.

The Task Force was impressed, during its open meetings, with the large number of non-academic staff who attended and contributed thoughtfully and constructively.

There exists a strong body of opinion concerned about the strength and well-being of the University, both of the latter being related to the conscientiousness and loyalty of the non-academic staff.

During these meetings the Task Force concluded there is a feeling among the non-academic staff that there is a lack of communication with respect to personnel policy changes. It appears to the vast majority of employees that their wishes and opinions, to say nothing of their real needs, are not solicited in respect to possible policy options. There may at times be consultation with knowledgeable non-academic colleagues, but it is not an open, visible process.

Given the response to the open forum offered by the Task Force's open meetings, and variety of concerns raised, the Task Force concluded that there exists a real need for, and value in, a continuing committee concerned with Personnel Policy. This committee would be responsible for reviewing existing personnel policy, for anticipating new directions in personnel policy, for bringing personnel matters to the attention of the whole University, and for communicating the needs, with respect to personnel policy, of the non-academic staff. In addition, the Task Force sees the committee playing a catalytic role in initiating and improving programs and policies related to the needs and status of women, and in monitoring their implementation.

In the context of the previous paragraph the Task Force notes two major areas of concern that were brought to its attention. Although they do not fall directly under the terms of reference, and the Task Force does not consider it has the necessary expertise to adequately consider them, it does feel that the problems are significant and further emphasize the need for a Personnel Policy Sub-committee.

Two problems relate to:

(a) Grant paid employees

It is an official policy that all persons employed on grants are considered University employees, regardless of the source of funds. However the present administrative structure of the University cannot prevent abuse from taking place. The Task Force discovered two related problems, both associated with job classification and salary.

First, salaries are generally lower for grant paid employees than for comparable employees paid from divisional budgets. A prospectus survey conducted by the Personnel Department of all Lab Technicians 3 and 4 reveals that grant paid employees are paid considerably less than technicians employed on "hard core" budgets.

Second, the Personnel Department is asked to process employment forms when the salary offered is below the minimum for the job classification into which the job's responsibilities place it. In these cases the Director of Personnel informed the Task Force that the refusal to complete the forms would result in the employee not being paid. These are not common occurrences, and are strongly objected to by the Personnel Department. However they do occur.

Members of the Task Force feel very strongly that the status of grant paid employees must be an area of continuing concern, particularly in light of recent cutbacks by funding agencies. It understands that a committee established by the Research Board is investigating this problem and feels that recommendations regarding changes should be channelled through the proposed sub-committee.

(b) Grievance procedure

An appeal procedure for non-unionized, non-academic staff now exists. The Task Force discovered that this procedure is not now clearly understood by most employees. Even in cases where the employee does understand it, it has been limited by a number of factors, including natural hesitancy and fear of being labelled a trouble-maker. In addition, one step in the current procedure involves the Personnel Department, which in some cases has encountered difficulty in enforcing policy when dealing with academic administrators, and the appeal mechanism is not seen to be sufficiently impartial or to have the required authority. The Task Force sees the value of a grievance procedure which does not involve the Personnel Department as the final arbiter.

Recommendations:

C. (a) A standing sub-committee of the Business Affairs Committee be formed whose terms of reference are as follows:

(i) to develop and recommend, to the Business Affairs Committee, policy in connection with the whole of the University personnel system;

(ii) to advise the Vice-President - Business Affairs, from time to time, on the problems of administration in the operation of the personnel system;

(iii) to advise the Director of Personnel on matters that do not require either approval by the Business Affairs Committee or administrative action by the Vice-President - Business Affairs.

(b) The suggested composition of this sub-committee would include:

(i) two Governing Council members of the Business Affairs Committee;

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- (ii) two Governing Council members of the Internal Affairs Committee;
- (iii) the Director of Personnel or his/her designate;
- (iv) four members of the non-academic staff.

Parenthetically, the Task Force notes that a number of options exist for distributing the four non-academic staff among various constituencies. These include guaranteed representation from various groups. Such representation might be based on, among others, a) job classification, b) geographic location, c) assured representation of grant-paid employees, etc. The Task Force hopes that further opinion from the non-academic staff will be forthcoming on this matter.

- (c) The new sub-committee have as high priority items:
- (i) the examination of the status of grant-paid employees;
- (ii) the examination of the existing grievance procedure, its expansion to deal with classification appeals, and the establishment of an improved appeal procedure which has visible impartiality and authority.

D. Ancillary considerations

During its meetings the Task Force discussed a number of concerns of the non-academic staff which do not, at this time, appear to be easily resolved. They were briefly presented here, although not accompanied by recommendations, so that the University may be aware of them. The Task Force hopes that this exposure may catalyze further discussion.

(a) Selection of candidates for upper and middle management positions

For a female staff member interested in career development, a matter of great interest is the accessibility of more senior posts. The Task Force notes that the selection procedures for jobs at these levels do not appear to be clearly defined or uniformly applied. It may be, in a University with so many diverse components, that uniformity is unattainable. For example, procedures and qualifications applicable in the Library may not be appropriate at the University of Toronto Press. As upper

and middle management positions are relatively rare, interest in their availability is of particular concern to career oriented women. It would seem to the Task Force that sound personnel practices would require that potential internal candidates have sufficient time to become aware of these openings. No offers should be made to persons outside the University unless clear evidence can be provided that no internal candidate was suitable.

Benefits for part-time employees

Part-time work is particularly well suited to some women in that it enables them to use their education and talents in the work force without necessarily sacrificing their desire to take responsible care of their family. The employment of part-time workers provides advantages to the University as well in terms of the economic use of staff, e.g. staffing can easily be adjusted for peak and slack periods.

Benefits for these part-time employees, e.g. health plans, pension plans, maternity leave, day care, represent a very complicated situation. The suggestion has been made that these benefits be available, on a pro-rated basis, to part-time as well as full-time employees. There are obviously cost problems related to those benefits which are external or partly external to the University, e.g. the pension plan which is arranged by the University through a private corporation.

(c) Academics as personnel administrators

The Task Force was made aware of the discontent of some employees with the insensitivity of some academic administrators. These comments centred on two general points: (i) students who utilize their secretaries' time for non-university work, e.g., addressing wedding invitations; and these academics should not encourage the collaborative support of their staff (an one submission to the Task Force said, "so long as the term 'secretary' is used as a euphemism for a position entailing coffee making, dishwashing, and slow-typing, no secretary, certainly not an administrative or executive secretary worthy of the name, is going to identify a career with the University of Toronto").

The Task Force notes that legislating for improvement in this area is difficult. Certainly there appears to be a

need for making academic staff more aware of sound personnel management practices. One suggestion was the need for a document outlining secretarial responsibilities. This document would define the legitimate boundaries of secretarial duties and would not form part of a particular job description. As the University is largely funded by public support, the use of secretarial assistance for non-University purposes is questionable on ethical grounds.

Departmental staff committees

The Task Force was made aware of non-academics forming committees at various levels of the University to discuss and possibly resolve local problems.

There is no regulation either encouraging or discouraging such committees, and they appear to function at various levels of success. In the Department of Anthropology, apparently, the non-academic staff committee is consulted on a wide range of concerns, including academic matters.

Legislating the necessity for such committee would give the complex nature of the various divisions and faculties of the University, prove complicated. However, the Task Force notes their potential value for constructively involving the non-academic staff in decisions, and for internally resolving matters without the necessity for more structured procedures, e.g. grievance procedures.

VI Conclusion

The Task Force believes that the general approach presented in this report, if backed by the administration and monitored by a special sub-committee, can and probably will achieve the desired result. The Task Force further notes that virtually all the recommendations have some resource implication. The Task Force believes the Governing Council should set financial priorities relative to implementation. However, the Task Force also believes that the general approach of the report be considered as a "package", and that the interrelated nature of the recommendations not be weakened by selective implementation. The Task Force has seen its responsibility as presenting recommendations considered both important and feasible.

Tenure committees: composition & procedures

The following are the recommendations concerning tenure committees as they were adopted by the Academic Affairs Committee. Now the Committee will have to reopen the entire matter, on instructions of Governing Council, because of Council's decision to include one voting student in the membership of the tenure committee. The text below outlines Academic Affairs' proposal for the composition and procedures of the tenure committees.

The numbers at the beginning of each section are the numbers used in the Report of the Task Force to Review Policy and Procedures on Academic Appointments, the chairman of which was Vice-President and Provost Donald F. Forster.

14. Composition of the tenure committee

The tenure committee shall consist of a non-voting chairman appointed by the Vice-President and Provost, the head of the division or his or her representative, the Dean of the School of Graduate Studies or his or her representative, the chairman of the department, two staff members from the division or department, one staff member from the division or department, one staff member from a cognate division or department (in divisions without departmental structure, a second staff member of a cognate division shall replace the department chairman) and a non-voting observer. The voting staff members shall be appointed by the head of the division in which the candidate holds his or her appointment.

When the tenure candidate holds, or has held, a cross-appointment within the University, the composition of the tenure committee shall be modified as specified in section 20 below.

The observer member shall be a student, or a lay member of the Governing Council or a member of the alumni, but shall not hold a full-time university appointment. He or she shall receive the same documentation as the other members of the tenure committee, be present at all meetings of the tenure committee and be free to ask questions for clarification of any matter before the committee but not to vote.

15. Documentation for tenure consideration

The fullest possible documentation should be made available to the tenure committee for each candidate to be considered. The responsibility for compiling, supplying and presenting the documents shall be taken by the chairman of the department in the multi-departmental divisions listed in section 8 (already approved by Governing Council), or at Scarborough College by the head of the respective division, or in other academic divisions by the head of the division. The candidate shall be formally notified as to who are the people within the department

participating in his or her tenure review, when the process of review including the assembling of documentation is about to begin and when it will be completed. The documentation shall include the following:

(i) The candidate's curriculum vitae

The preparation of the curriculum vitae shall be the responsibility of the candidate with appropriate assistance and advice from the division or department head.

The curriculum vitae should be in four parts:

(a) The academic history of the candidate giving name, date of birth, institution at which each degree was obtained together with the date obtained, titles of graduate theses and supervisors' names (where applicable), list of all teaching and research appointments held and other relevant experience quoting dates and institutions, any honours, prizes, etc., received since the first degree was obtained, the present appointment, and all other activities related to the candidate's work at the University.

In addition there should be a list of all research or other grants obtained, together with the name of the granting agency, the date and the amount of award and any research contracts entered into.

(b) A list of the candidate's scholarly and professional work including work published, completed but not yet published, in press, submitted for publication and in progress. This would include books, chapters in books, articles, and review articles written by the candidate and also any work in non-print media as well as the presentation of papers at meetings and symposia. In the case of work which has not yet been published, the candidate should give a brief account of the stage of progress reached at the time the list is prepared.

(c) A list of all courses, graduate and undergraduate, taught by the candidate. If the candidate has had major responsibility for the design of a course, this should be stated; a copy of the reading list and set of essay topics should be supplied. Wherever there is evidence as to the candidate's ability in designing the course, A list of senior undergraduate students and graduate students supervised, indicating whether primary or sole supervision or else secondary or joint supervision, together with their thesis topics and the dates indicating the period of supervision for each candidate, should also be included.

(d) A list of committees and organizations within the University on which the candidate has served. The candidate may also include a similar list of committees and organizations outside the University together with the period of service and the candidate's function on them, where those committees or organizations closely relate to the candidate's academic discipline or scholarly activities.

(ii) Assessment of the candidate's scholarly and professional accomplishments

Copies of the work that the candidate has completed,

or has nearly completed, should be given, or in the case of non-written work made known in appropriate form, to the division head or chairman who should arrange for its assessment by specialists in the candidate's field. An internal assessment should be provided by the reading committee specified in (iv) below, and additional internal assessments may be obtained from individual specialists. Normally, written specialist assessments should also be obtained from outside the University.

The candidate should be invited to nominate up to four external referees from whom the division head or chairman should solicit letters of reference from whom and also, if he considers it necessary, from one or more additional specialists chosen by himself. In addition, members of the department, including students, may be invited to submit written opinions of the candidate's qualifications. All referees' letters should be submitted in confidence to the tenure committee with, if appropriate, the chairman's comments on the status and competence of the referees.

(iii) Assessment of the candidate's teaching ability

Written assessments of the candidate's teaching ability will be prepared, in accordance with guidelines developed by the relevant department or division and submitted to the tenure committee. (These guidelines when initially developed, and subsequent major revisions, should be reported to the Academic Affairs Committee for review.) When a member of the teaching staff is or has been cross-appointed, assessments should be sought from all of the divisions in which he or she has taught, and should be taken fully into account by the tenure committee.

Student opinion should be obtained about the candidate's teaching ability by objective course evaluation methods. As far as possible, such information should be gathered from all types of students who have been taught or supervised by the candidate: for example those with a specialized interest in the discipline and those with only a general, service or complementary interest; those in specialized courses and those in more general courses; those in advanced or graduate years and those in first year; those registered in the division and those registered in another division. Student opinion may be obtained through evaluations conducted by the candidate or by the division of the University in which he or she teaches. In addition, individual students may be asked to provide confidential assessments to the tenure committee. In all cases an attempt will be made to obtain sufficient evaluations so that individual biases will not be over-emphasized.

(iv) Evaluations by internal departmental or divisional committees

Divisions and departments shall establish internal reading and evaluating committees to assess and prepare written evaluations of material presented by candidates

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Tenure committees: composition & procedures

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with respect to their scholarly and professional accomplishments. Such committees may also gather and provide information concerning a candidate's qualifications with respect to any of the published criteria for the granting of tenure. However there should be no formal recommendation, in favour of tenure or opposed to tenure, from the department or division or from any group in the department or division, to the tenure committee.

16. Detailed procedures for tenure consideration

Each division head, or the chairman of the department in the multi-departmental divisions listed in section 8, or the head of the respective division at Scarborough College, shall have the responsibility of ensuring that those members of the teaching staff whom must be considered for tenure in the spring term of an academic year are identified in the previous September. The member of the teaching staff identified should be informed in September that tenure will be considered and asked to prepare a curriculum vitae and make available to the division head or chairman all papers and documents as indicated above. The division head or chairman shall obtain the necessary appraisals of the candidate's work and, where appropriate, the evaluation of the internal reading committee with respect to the documentation provided for the tenure committee.

The chairman, in multi-departmental divisions, or the head of the respective division at Scarborough College, should submit the dossier, together with recommendations for membership of the tenure committee, to the head of the division who should then make his or her appointments to the tenure committee and forward the dossier and the names of the appointees to the Office of the Vice-President and Provost. In other divisions the head of the division should forward the dossier and the names of his or her appointees directly to the Office of the Vice-President and Provost. The Vice-President and Provost should then designate the chairman of the committee who will receive the file and call a meeting of the committee.

The tenure committee shall meet and consider all the evidence put before it. The quorum of the committee shall be the full membership, including the observer. The candidate shall be given an opportunity to appear before and make a statement to the tenure committee, but is not entitled to be present throughout or otherwise participate in the tenure consideration. In cases where the committee finds it difficult to reach a clear-cut recommendation on the basis of the evidence available, it may recess for a short period, no longer than a month, to obtain additional or supplementary information from the candidate or other sources.

The tenure committee shall have the power to take only one of two possible decisions: to recommend that tenure be granted or that tenure be denied. Five votes out of six are required to recommend tenure. If there is more than one negative vote or abstention, this constitutes a decision to recommend that tenure not be granted. The decision must be taken on the basis of the evidence available at the time of the meeting. Adjudgement without taking a decision for longer than a month will require the establishment of a new tenure committee to take one of the two decisions required unless the Office of the Vice-President and Provost is convinced that the circumstances are unusual enough to justify delaying the appointment of a new committee for a period of up to one year. For the purposes of this section, a new committee is one in which all of the members, except the ex-officio members, are new.

Reasons for a proposed negative recommendation shall be given to the candidate and shall give an opportunity to respond to them either orally or in writing within 15 days of notification. Thereafter, the committee shall make its final decision on the recommendation for communication to the head of the division.

As soon as practicable after the decision, the chairman of the tenure committee shall report the decision and the reasons therefor to the head of the division. The head of the division should then inform the candidate whether tenure has been recommended. The observer member should forward a separate report to the University Tenure Committee stating whether in his or her opinion the evidence before the tenure committee had been adequate, all of the evidence had been fully and fairly considered, and the published criteria had been properly applied.

17. Composition, function and powers of the University Tenure Committee

There shall be established a University Tenure Committee which should receive and review all recommendations concerning tenure from divisions during an academic year, with a particular concern for the consistency of procedures and standards in tenure committees. The total membership of the University Tenure Committee should not exceed 15, including the Vice-President and Provost or his designate as the non-voting chairman. The combined number of voting student and lay members of the University Tenure Committee should be equal to the combined number of voting academic administrators and teaching staff. The quorum shall be one-third of the voting members.

When a division tenure committee has made its decision, the head of the division shall forward that decision and the candidate's dossier to the Vice-President and Provost for communication to the University Tenure Committee. Where the tenure committee's decision is accompanied by a positive opinion of the observer with regard to the proceedings of the tenure committee, the review carried out by the University Tenure Committee shall be of a general and monitoring nature for inclusion in the Committee's annual report. In such cases the tenure committee's decision shall be transmitted immediately to the President by the Vice-President and Provost without advice from the University Tenure Committee. In those cases where the observer states that the tenure committee did not comply with the University regulations, the University Tenure Committee should advise the President whether the tenure committee should be confirmed or advised. A University Tenure Committee may also recommend whether reconsideration should be by the original tenure committee or by a committee of different composition or membership.

The University Tenure Committee shall report annually to the Governing Council through the Academic Affairs Committee in general terms on its actions. Its report may also include any substantial questions of standards, criteria or policy or any other matters to which it feels that the Governing Council or Academic Affairs Committee should give consideration.

The University Tenure Committee shall be appointed by the Academic Affairs Committee on the recommendation of the President.

18. Approvals procedures for tenure decisions

After approval by the President, the head of the division shall notify the candidates of the tenure decision. In the case of negative decisions the candidate shall be entitled, on request, to receive a statement of reasons, a summary of the evidence which must be described in enough detail to enable him or her to make a particular response to all of the significant components, and the observer's report or a summary thereof. Where tenure has been denied, the division head or the chairman of the department in consultation with the division head, should recommend the duration of the candidate's terminal contract which should be for either one or two years followed by automatic termination with no further review.

Approved awards of tenured appointments shall be reported to the Academic Affairs Committee of the Governing Council for information.

19. Cross-appointments from externally controlled institutions

Members of the teaching staff who are cross-appointed from externally controlled institutions, including other universities, the Royal Ontario Museum, the Ontario College of Art and the Ontario Institute for Studies in Education, shall be deemed to hold part-time appointments making them ineligible for tenured status in the University. Those members of staff now cross-appointed from these institutions, and already holding tenured appointments, shall continue to do so.

20. Cross-appointments within the University

In the case of a member of the teaching staff who holds a cross-appointment within the University, duties and salary should be divided in such a way that there is always a primary appointment, carrying more than 50 per cent.

of salary and a secondary appointment carrying the salary balance. For purposes of tenure consideration, the division in which the primary appointment is held will take responsibility for endeavouring, as far as it is within its power and control, to see that the appointee's rights are protected; it will also be responsible for seeing that the necessary tenure committee is appointed and for collecting and preparing material for its consideration. If a member of a unit is appointed to more than two academic divisions within the University, that unit which carried the largest salary share should be designated as the primary appointment unit, except that none of University College, New College, Woodsworth College, and Innis College may be designated as the primary appointment unit for purposes of this document, no matter what share of the salary may be carried by the budget of one or more of these Colleges. The operative division of salary, leading to the definition of the primary appointment, should be that in effect in the month of September immediately preceding the spring in which the tenure decision is to be made.

The head of the division in which the primary appointment is held shall pass through such officers (e.g. departmental chairmen) as are appropriate, be responsible for notifying the candidate and for the preparation of the documentation for the candidate's tenure consideration. This must be done in collaboration with the appropriate officers of other divisions in which the candidate holds or has held cross-appointments, and evidence of this collaboration must be placed before the tenure committee; its absence shall be grounds for a request for a review of the decision. The chairman of the department of primary appointment and the officer of the division of secondary appointment should submit recommendations for members of the teaching staff to be appointed to a tenure committee to the head of the division of the secondary division, who should appoint the teaching staff members. The tenure committee shall then be enlarged by one member, the chairman of the department or other academic officer of the division in which the secondary appointment is held. Six votes shall then be required to recommend tenure. The quorum of the committee shall still be the total membership. Where the candidate holds or has held more than one cross-appointment, the head of the division of primary appointment shall appoint the additional member from one of the departments or divisions of secondary appointment after consultation with the heads of divisions and chairman concerned.

In the case of staff members whose primary appointment is at Brindale or Scarborough College, the provisions of section 22 shall apply. [Section 22 has not yet been approved.]

21. Appointments authority of centres and institutes of the University

The following multi-disciplinary centres and institutes of the University, which have both master's and doctoral programs, shall be granted authority to initiate appointments and to recommend tenure and promotion: Centre for Medieval Studies, Centre of the Study of Drama, Graduate Program in Comparative Literature, and Institute for the History and Philosophy of Science and Technology. Such appointments, although initiated by a multi-disciplinary unit should still be cross-appointments since they should always include a divisional or departmental component. The multi-disciplinary centre or institute should, however, be the unit of primary appointment.

Other centres and institutes which develop both master's and doctoral programs may be granted similar authority but only with the written agreement of the Dean of the School of Graduate Studies and the Vice-President and Provost, and on the recommendation of the Academic Affairs Committee to the Governing Council. All such applications should be dealt with on an individual basis.

The University's policies and procedures for academic appointments shall be followed for primary appointments by multi-disciplinary centres and institutes. However, before approving such appointments, the Vice-President and Provost and the Dean of the School of Graduate Studies should ensure that there is an academic need in terms of teaching and research, and also that a suitable cross-appointment cannot be arranged from within the University. The Dean should also ascertain that a prospective appointee will meet the appointment standards of the unit of secondary appointment.

COMING EVENTS

Items to be included in Coming Events must be received at the Department of Information Services, 45 Willocks St., by 4 p.m. of the Friday before the issue of the Bulletin in which they are to be listed.

22 SATURDAY

Lecture

"Oriental Rugs and their place in Islamic Life". Dr. Walter Denney, University of Massachusetts at Amherst; curator, oriental rug collection, Fogg Art Museum, Harvard University. McLaughlin Planetary Lecture Room. 8.30 p.m. (Islamic Studies)

Music

Royal Conservatory of Music Intermediate Orchestra, conductor Jack Montague, with Barton Wigg, guitar. Concert Hall, 272 Bloor St. W. 3 p.m.

23 SUNDAY

Trinity College Chapel

Palm Sunday ceremonies, sung eucharist. Preacher, the Rev. D.R.G. Owen. 9.30 a.m.

Lecture

"A Treasury of Rugs from the Great Mosque of Divrigi, Turkey". Dr. Walter Denney, University of Massachusetts at Amherst; curator, oriental rug collection, Fogg Art Museum, Harvard University. McLaughlin Planetary Lecture Room. 2 p.m. (Islamic Studies)

Music

University of Toronto Concert Band, conductor Stephen Cheneau, MacMillan Theatre, Edward Johnson Building. 3 p.m. (Music)

Scarborough College spring series of Sunday concerts: The Toronto Singers directed by Clive Dunstan. Meeting Place, Scarborough College. 3.30 p.m.

24 MONDAY

Lectures

"Physical and Chemical Studies of Muscle Proteins". Prof. C.M. Kay, Department of Biochemistry, University of Alberta. 5227 Medical Sciences Building. 10 a.m.

"Myosin, Actin, Tropomyosin and Troponins". Prof. C.M. Kay, Department of Biochemistry, University of Alberta. 5227 Medical Sciences Building. 11 a.m.

"Recent Beethoven Research". Dr. Hans Schmidt, Beethoven Archives, Bonn. 116 Edward Johnson Building. 4 p.m. (Graduate Music)

"Low-cost Mass Housing in Europe". Prof. J.P. Weber, Hamburg, West Germany. 107 Architecture Building. 8 p.m.

Seminars

Regional Development and Planning for the Socialist Economy series: "Regional Growth v Sectoral Growth". Prof. Ryszard Domanski, Department of Geography, University of Poznan, Poland. 1069 Sidney Smith Hall. 4.15 p.m.

Frontiers of Biology series: "The Biochemistry of Drug Addiction". Prof. H. Kalant, Department of Pharmacology, Dean's Conference Room, 2nd floor, Medical Sciences Building. 4.30 p.m.

25 TUESDAY

Lectures

Women at Noon series: "Sexuality and Health Issues". Dr. Marion Powell, Population Unit, U of T.

The Cinema, The Toronto-Dominion Centre. 12 noon. (Continuing Studies)

1069 Sidney Smith Hall. 4.15 p.m.

Colloquium

"Hypertension, Cerebral Blood Flow and the Blood Brain Barrier". Dr. Henry Dinsdale, chairman, Division of Neurology, Queen's University. 2172 Medical Sciences Building. 5 p.m. (Neuroscience Institute and Toronto Neurological Society)

The Alexander Lectures 1974-75: "The Consciousness of Joyce" - I: Homer. Prof. Richard Ellmann, New College, Oxford. Medical Sciences Auditorium. 4.30 p.m. (U.C.)

"Clerical Ideologies of Education: Mexico and Canada" Prof. J.L. de Lannoy, Social Sciences Department, Scarborough College. Upper Library, Masey College. 8 p.m. (Latin American Studies Committee of ISP)

"Jung's Message to Modern Man". Dr. Marie-Louise von Franz, C.G. Jung Institute, Zurich. Hart House Theatre. 8.30 p.m. Tickets \$2.50, students \$1.50.

Seminars
"Metamorphic Bathograds: A Measure of the Depth of Post-metamorphic Uplift and Erosion on the Regional Scale". Dr. D.M. Carmichael, Department of Geological Sciences, Queen's University. 128 Mining Building. 4 p.m. (Geology)

Seminars for Parents series: "Nutrition in Children, Sense and Nonsense". Dr. Donald Hill, paediatrician. Town Hall, St. Lawrence Centre. Discussion period follows presentation. 8 p.m. (Doors open 7.30) (Hospital for Sick Children Foundation)

Regional Development and Planning for the Socialist Economy series: "Regional Growth v National Growth". Prof. Ryszard Domanski, Department of Geography, University of Poznan, Poland. 1069 Sidney Smith Hall. 4.15 p.m.

Colloquium
"Solvohysis of α -Arylvinyl Systems". Prof. Z. Rapaport, Hebrew University of Jerusalem. 428 Lash Miller Chemical Laboratories. 4 p.m. (Chemistry)

Film
Tuesday lunch hour films: "Civilization" series, Sir Kenneth Clark - "The Light of Experience". ROM Theatre. 12.45 p.m. (ROM)

26 WEDNESDAY

Lectures
The Alexander Lectures 1974-75: "The Consciousness of Joyce" - II: Shakespeare. Prof. Richard Ellmann, New College, Oxford. Medical Sciences Auditorium. 4.30 p.m. (U.C.)

"Urban Regions and Europe". Prof. J.R. Boudeville, Department of Economics, Sorbonne. 103 Architecture Building. 7 p.m. (Urban and Regional Planning)

Victoria Women's Association Speaker, Prof. K.J. Joblin, Department of Religious Studies, Victoria College. 2 p.m. Wymwood.

Seminars
Regional Development and Planning for the Socialist Economy series: "Regional Planning in the General Socio-Economic Planning System". Prof. Ryszard Domanski, Department of Geography, University of Poznan, Poland.

1069 Sidney Smith Hall. 4.15 p.m.

Colloquium

"Liberals and Liberation: Canada and Southern Africa". John Saul, member, Toronto Committee for the Liberation of Southern Africa. 3050 Sidney Smith Hall. 12 noon. (African Studies Committee of ISP)

Reading

David Helwig and Joe Rosenblatt read their poems. Room 28, Science and Medicine Library. 12.30 p.m. (Library)

Music

Recital by James Anagnoson and Leslie Kinton, duo pianists. Concert Hall, Royal Conservatory of Music. 8.30 p.m.

Radio

"Iraq - Land of the Twin Rivers". CJRT-FM (91.1) 10 a.m. and 7.30 p.m. (Islamic Studies and Open College)

27 THURSDAY

Lectures

"The Heimay Eruption, Iceland, 1973" (with film). Prof. A.V. Morgan, Department of Geology, University of Waterloo. 220 Galbraith Building. 2 p.m. (Civil Engineering)

The Alexander Lectures 1974-75: "The Consciousness of Joyce" - III: Joyce. Prof. Richard Ellmann, New College, Oxford. Medical Sciences Auditorium. 4.30 p.m. (U.C.)

Seminars

Therapeutic Modalities series: "Family Therapy". Dr. Alan Klein, School of Social Work, State University of New York, Albany. Auditorium, 33 Russell St. 12 noon (ARF)

Regional Development and Planning for the Socialist Economy series: "Perspective Plan of Spatial Development of the National Economy". Prof. Ryszard Domanski, Department of Geography, University of Poznan, Poland. 1087 Sidney Smith Hall. 4.15 p.m.

Colloquium

"The De-mechanization of Physical Thought Before Einstein: The Transition from Matter as Substance to Matter as Form". Prof. J. D. Bernal, visiting lecturer, Institute for the History and Philosophy of Science and Technology. 597 Sidney Smith Hall. 4.10 p.m. (Refreshments 3.30 p.m.) (SGS)

Music

Thursday afternoon series: Jazz workshop, directed by Phil Nimmens. Walter Hall, Edward Johnson Building. 2.10 p.m. (Music)

Popular music series: Don Gillis Quartet, Rosemary Lynn and Carol Lipson perform the music of the Beatles and Bob Dylan. Bishop White Gallery, ROM. 5.30 p.m. (ROM)

28 FRIDAY

Trinity College Chapel Good Friday liturgy. 11 a.m.

29 SATURDAY

Symposium

Neurochemistry Symposium. Auditorium, 18th floor, Mount Sinai Hospital. 9 a.m. to 5 p.m.



Images of 18th Century Japan is the title of a major exhibition of woodblock prints selected from the collection donated to the ROM by Sir Byron Edmund Walker. Pictured above is 'combing hair' from the series *Twelve Practical Skills of Married Women* by Utamaro. The prints will be on display in the Exhibition Hall from April 8 to May 25.

(Toronto Biochemical and Biophysical Society)

Trinity College Chapel

Liturgy of the Vigil and solemn eucharist. 10.30 p.m.

30 SUNDAY

Trinity College Chapel Sung eucharist. Preacher, the Rev. Peter Harris. 9.30 a.m. (ROM)

iod follows presentations. 8 p.m. (Doors open 7.30 p.m.) (Hospital for Sick Children Foundation)

Film

Tuesday lunch hour films: "Civilization" series, Sir Kenneth Clark - "The Pursuit of Happiness". ROM Theatre. 12.45 p.m. (ROM)

2 WEDNESDAY

Radio

"Oil Production and Politics - The Initial Phase". CJRT-FM (91.1) 10 a.m. and 7.30 p.m. (Islamic Studies and Open College)

Theatre

Recoil, original Canadian play by Karl Moritz, Toronto, directed by Cynthia Grant, U.C. Playhouse, April 2-6. 8.30 p.m.

3 THURSDAY

Therapeutic Modalities series: "Changing Concepts in Alcohol Dependence". Dr. Mark Sobell, Vanderbilt University, Nashville. Auditorium, 33 Russell St. 12 noon (ARF)

"Success, Succession and Adam Smith", Dr. G.M. Woodwell, director, Brookhaven National Laboratory, Long Island, N.Y. Room 7, Botany Building. 4 p.m. (Environmental Studies and Botany)

4 FRIDAY

Lecture
"Letter and Spirit in the Canticle of Canticles: A Comparison of the Compositions of Jean Gérard (1363-1429) and Theodore de Bezé (1519-1605)". Prof. Jane Couchman, chairman, Department of General Education, Glendon College, York University. South dining room, Hart House. 8 p.m. (Toronto Renaissance and Reformation Colloquium)

Opera

Cosi fan tutte (Mozart). Opera school production. MacMillan Theatre, Edward Johnson Building. April 4, 5, 11 and 12. 8 p.m. Tickets \$3.50, students and senior citizens \$2. card with cheque payable "U of T", enclose stamped, addressed envelope. (Music)



Jim Adams

Swimmer and skater share top sports award



Gord Davies

Jim Adams and Gord Davies last night received the Thomas R. Loudon Award for "outstanding service to the advancement of athletics". The presentation was made at the annual University of Toronto Athletic Association awards banquet in the Great Hall, Hart House.

Mr. Adams, a graduate student in Latin American Studies, won nine individual events and five relays at the Canadian Intercollegiate Athletic Union swimming championships from 1970-74. He was named Canadian College Swimmer of the Year in 1973 and again in 1974. During the past year he set a Canadian Open Record of 14.28 in the 200-yard

freestyle, and he also holds Varsity team records in eight separate events.

Mr. Davies was captain and most valuable player on the Blues hockey team which won the Ontario Universities' Athletics Association championship and defeated St. Mary's University in a hard-fought series before losing the CIAU final to University of Alberta last weekend in Edmonton. During his five year Varsity career, Mr. Davies was an OUA All-Star left winger, and was not only captain of the CIAU championship team in 1972-73 but also was named most valuable player in the 1973 final game when he scored the winning goal against St. Mary's. He is completing a Master's program in metallurgy and materials science.

Glen Scott, another engineering student, won the Biggs Trophy as the undergraduate who has "contributed most to University athletics in terms of leadership, sportsmanship and performance". Mr. Scott was also named most valuable player on the Varsity basketball team.

Other individual awards presented were: football - Brent Eley (Medicine); soccer - Geoffrey Crewe (New College); swimming - Shawn Lain (P&HE) and David Wilkin (Engineering); water polo - George Gross (Scarborough College); wrestling - Robert Moore (New College); intramurals - Juris Balins (Engineering).

Deadline for GC election — March 27

Next Thursday, March 27, 12 noon, is the deadline for the receipt of ballots in the Governing Council election. Marked ballots may be sent to the Office of Governing Council, Simcoe Hall, by University delivery or by dropping them in boxes in the libraries of Scarborough and Erindale Colleges.

The Governing Council Office has sent to the *Bulletin* the text of an election statement prepared by J. Bradford Nixon, an undergraduate candidate for Council. This

differs from the one supplied to the *Bulletin* and published on March 7. The new version follows:

"I'll work for: NO INCREASE IN STUDENT FEES. NO CUTS IN ACADEMIC QUALITY... Stop cuts in library services, book purchases. Reasonable athletic facilities. Student controlled student service (pubs, catering). No repressive discipline code. Separate Scarborough and Erindale Governing Council seats. University responsibility to community needs. Student representation on tenure committees."

Schabas and Leah suspensions cut

The suspensions imposed on Anthony Leah and William Schabas have been reduced to a period of two years prospective to July 1, 1974, for their roles in the disruptions during the March 1974 visit of controversial U.S. professor Edward Banfield.

The Executive of Governing Council, which earlier this month heard the appeals by the two U of T graduate students, also ruled that the suspension would be

noted on the transcript of each student for the same two-year period.

Last summer Caput suspended Mr. Schabas for four years and Mr. Leah for three years and also ordered that a notation of the suspension be placed on their transcripts for five years.

Mr. Leah was present when the decision was announced to Governing Council.

Admission policies scanned

Admissions regulations in the Faculties of Medicine, Engineering and Nursing came under close scrutiny Tuesday during a meeting of the Sub-Committee on Admissions and Awards.

Associate Dean Jan Steiner, of Medicine, presented a request, endorsed by the council of that faculty, for a 50 per cent. quota on the admission of students with only two years of university standing.

At present approximately half of the first-year class in Medicine are students without a degree, but the admissions committee is encountering serious problems in "accurately assessing the potential of students who have completed only two years of university studies," Dr. Steiner said.

The dice are loaded

Selection of applicants is still based primarily on academic standing, and said Dr. Steiner, "the dice are loaded" against students who apply after obtaining a degree, since they must maintain virtually a straight-A standing for three or four years in order to compete against students who apply after their first year.

The Medicine admissions committee tends to weight a student's worst academic year lower than his or her best when compiling the composite score but without some form of quotas, "a student who falls in love in the first year and suffers academically could have his or her goose cooked forever,"

added Associate Dean E. Llewellyn-Thomas.

Wim Kent, University director of admissions, said that the 50-50 quota should be seen only as a "holding action" since more "drastic" recommendations may be needed.

The sub-committee agreed to refer the request to the Academic Affairs Committee with the proviso that the quota be open to reconsideration in 1976-77.

The sub-committee also approved a request for regulations ensuring that all medical students be fluent in conversational English and be required to attain proficiency in practical first aid by the end of their first year.

English fluency a problem

The ability of students to communicate effectively is also a problem in the Faculty of Engineering, according to Associate Dean Peter Boulton, who reported many students are unable to write grammatically coherent reports and theses.

The sub-committee, noting the limited opportunities for remedial English courses within the University, granted the dean's request for an extension of the existing Faculty regulations covering proficiency in written English.

Spirited debate was generated by the desire of the Faculty of Nursing to publish its policy restricting admission of students who are not Canadian citizens or landed immigrants.

Dean Kathleen King said her Faculty had about 680 applica-

tions for 80 first-year openings and consequently cannot accept student-visi applicants unless they are sponsored by a government aid program.

Howard Stein, student member, called the policy "reprehensible," suggesting the Faculty should be playing a "prime role" in the education of nursing students from the Third World. Dean King replied that many Third World countries now have their own nursing programs staffed in part by teachers who studied at this University in past years.

Vice-Provost Robin Ross informed the sub-committee that many divisions in the health sciences have imposed quotas on student-visi applicants "when there is great pressure of numbers" and that review of this policy should be a question quite separate from merely publicizing the existing practices.

Asks for 'proper review'

Mr. Stein insisted that the policy should be "properly reviewed" before it is published and Mrs. Patti Fleury, sub-committee chairman, agreed with the members' consensus that she consult with the chairman of the Academic Affairs Committee with regard to formulating a mechanism for review of the entire quota policy.

By a vote of 7-2, the sub-committee authorized Dean King to publish the Faculty's existing policy.

Cuts place 'severe strain' on A & S

Recent budgetary restrictions have placed "very severe strains" on the Faculty of Arts and Science, Dean Robert A. Greene told the annual meeting of the Faculty Council on Monday. He said the University budget committee had imposed a \$120,000 reduction "in absolute dollars" in the base budget for the Faculty during the 1975-76 academic year. This is in addition to a cumulative decrease of about \$1,000,000 during the past five years.

The Faculty was able initially to cope with the reductions "with no convulsive effort" but now the situation "is more difficult to accept," Dean Greene said.

He noted that some departments are forced to reduce significantly their course offerings and severe restrictions have been placed on replacement appointments of teaching staff. The St. George campus will be allowed only eight "tenure stream" replacements next year, while Scarborough and Erindale campuses are allowed only 10 and seven

respectively, despite their 20 per cent. enrolment increase.

Dean Greene informed the meeting that he had proposed a one-year moratorium on all new or replacement appointments so that the University "might be able to determine with clarity the future attitude of the provincial government." However, the President and Provost have decided to adopt a policy of severe staffing cutbacks instead of an outright moratorium.

"We have not reached the point where release of tenured and non-tenured academic staff must be considered," the dean said.

Turning to another important issue within the Faculty, he explained that full implementation of the Memorandum of Understanding with the three federated universities — Victoria, Trinity and St. Michael's — will likely take almost five full years. However, he predicted an eventual "deepening and strengthening of undergraduate instruction."

He reported some progress to date with the selection of new chairmen for the reorganized "University Departments" in the college subjects and the preparation of detailed recommendations on salary equalization between teaching staff in the federated and constituent colleges.

The 90-minute meeting passed only one motion, a proposal from Prof. L.W. Sumner, chairman of the steering committee, for an amendment to the method by which Council and the General Committee may revise their Rules of Procedure. In the brief debate, Prof. Sumner commented that "fears of turmoil" are groundless as the General Committee "is one of the most boring committees one could possibly sit on."

One Council member suggested the attendance was far below the required quorum of 150 but the chairman, Prof. Peter Russell, permitted the members to pass Prof. Sumner's amendment and the meeting quickly adjourned.

PH.D. ORALS

FRIDAY, MARCH 21

Peter Zack Ross Finkle, Department of Political Economy, "Fisheconomy: Management in the Northwest Atlantic: Canadian Perspectives." Thesis supervisor: Prof. D. Johnston, Round Room, Massey College, 2 p.m.

THURSDAY, MARCH 27

J.W. Wells, Department of Biochemistry, "The Catalytic and Structural Properties of the Two Chemically Modified Carbonic Anhydrases." Thesis supervisor: Prof. S. Kandel, Room 201, 65 St. George St., 10 a.m.

TUESDAY, APRIL 1

George H. Darlymple, Department of Zoology, "Variation in the Cranial Feeding Mechanism of

Turtles of the Genus *Trionyx* Geoffroy." Thesis supervisor: Prof. T.S. Parsons, Room 201, 65 St. George St., 10 a.m.

WEDNESDAY, APRIL 2

Samuel H. Klareich, Department of Educational Psychology, "A Comparison of Group Training in Problem Solving Skills and Short-Term Group Counselling in the Treatment of Adolescent Offenders on Probation." Thesis supervisor:

EXHIBITION

Scotland 1750-1810: the Enlightenment. An exhibition in the Thomas Fisher Rare Book Library. To March 31.

visor: Prof. Vivian Renner, Round Room, Massey College, 10 a.m.

THURSDAY, APRIL 3

Flavio Habel, Department of Pathology, "The Kinin System: Isolation of Human Plasma Kininogen, Their Separation from Protease Inhibitors and Their Interaction with Kininogenases." Thesis supervisor: Prof. H.Z. Movat, Room 201, 65 St. George St., 2 p.m.

FRIDAY, APRIL 4

Basile G. Rabbat, Department of Civil Engineering, "A Variable Angel Space Truss Model For Structural Concrete Beams." Thesis supervisor: Prof. M.P. Collier, Room 201, 65 St. George St., 2 p.m.